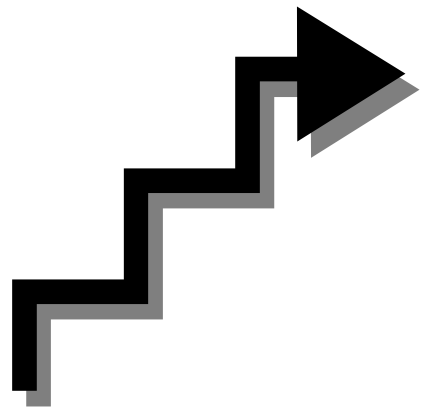


## Normal Progression of Sanctions

The following list outlines the normal progression of formal disciplinary sanctions:

- Oral Reprimand
- Written Reprimand
- Reassignment
- Demotion
- Suspension
- Termination



\*Coaching and counseling always precede formal steps unless the first infraction is so severe that immediate suspension or termination is warranted. (Example: physical violence against an employee or customer)